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Area Wage Survey Southwest Virginia December 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
February 1989

This summary presents results of a December 1988 survey of occupational wages and employee benefits in the Southwest Virginia area, which consists of the cities of Buena Vista, Clifton Forge, Covington, Danville, Galax, Lexington, Lynchburg, Martinsville, Radford, Roanoke, Salem, South Boston, Staunton, and Waynesboro; and the counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge and Wythe. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 150 establishments employing 80,046 workers was selected to represent 921 establishments employing 212,591 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Southwest Virginia, December 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[3]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00
Secretaries	527	9.94	9.36	6.17–11.39	-	-	-	-	-	4	28	30	26	35	29	69	104	49	60	31	24	2	10	12	7	5	2
Secretaries I	34	7.72	7.00	6.50– 8.81	-	-	-	-	-	-	6	11	4	-	4	1	4	4	-	-	-	-	-	-	-	-	-
Secretaries II	86	8.39	7.93	6.73– 9.92	-	-	-	-	-	2	11	16	6	13	2	7	15	4	1	9	-	-	-	-	-	-	-
Secretaries III	242	9.99	9.66	8.62–11.41	-	-	-	-	-	2	11	3	7	11	22	29	52	31	32	14	21	-	3	3	-	1	-
Secretaries IV	136	10.91	9.75	8.87–11.94	-	-	-	-	-	-	-	-	9	11	-	32	24	9	22	4	1	2	7	9	5	2	1
Secretaries V	27	12.24	11.37	9.61–13.10	-	-	-	-	-	-	-	-	-	-	1	-	9	1	5	4	2	-	-	-	2	2	1
Stenographers	62	8.74	9.38	7.65– 9.53	-	-	-	-	-	-	4	3	7	5	2	4	30	7	-	-	-	-	-	-	-	-	-
Stenographers I	39	8.50	9.38	7.40– 9.38	-	-	-	-	-	-	2	2	7	3	2	2	21	-	-	-	-	-	-	-	-	-	-
Typists	109	7.49	6.84	6.35– 9.18	-	-	-	-	12	4	28	12	4	7	1	-	40	-	-	-	-	1	-	-	-	-	-
Typists I	95	7.49	6.91	6.35– 9.18	-	-	-	-	12	4	26	6	3	3	1	-	40	-	-	-	-	-	-	-	-	-	-
Word processors	58	7.42	6.85	6.54– 8.00	-	-	-	-	-	6	7	17	7	6	3	1	9	2	-	-	-	-	-	-	-	-	-
Word processors I	21	6.58	6.54	5.95– 7.38	-	-	-	-	-	6	4	5	4	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Word processors II	37	7.90	7.50	6.68– 9.55	-	-	-	-	-	-	3	12	3	4	3	1	9	2	-	-	-	-	-	-	-	-	-
Key entry operators	490	6.67	6.02	5.50– 7.02	-	-	7	57	58	88	84	72	22	29	14	1	10	27	1	2	18	-	-	-	-	-	-
Key entry operators I	408	6.53	6.01	5.43– 6.95	-	-	7	53	57	82	66	62	15	18	1	-	6	23	-	-	18	-	-	-	-	-	-
Key entry operators II	82	7.38	7.22	6.15– 8.22	-	-	-	4	1	6	18	10	7	11	13	1	4	4	1	2	-	-	-	-	-	-	-
File clerks	152	5.85	5.22	4.72– 6.40	-	-	26	37	17	15	22	18	2	9	-	-	-	-	-	-	2	4	-	-	-	-	-
File clerks I	71	5.90	4.77	4.36– 6.90	-	-	26	11	4	3	5	16	2	-	-	-	-	-	-	-	2	2	-	-	-	-	-
File clerks II	70	5.67	5.15	4.86– 6.15	-	-	-	26	13	3	17	2	-	9	-	-	-	-	-	-	-	-	-	-	-	-	-
Messengers	31	5.50	5.37	4.56– 6.27	-	-	6	6	4	6	5	2	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Receptionists	32	5.06	4.75	4.14– 5.31	-	-	9	15	-	1	2	3	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	73	5.83	4.83	4.57– 6.72	-	-	17	29	1	4	2	10	1	1	1	-	1	2	-	-	4	-	-	-	-	-	-
Computer operators	394	9.82	9.52	7.47–11.15	-	-	-	17	4	8	32	9	34	16	11	14	74	57	40	7	20	25	22	-	-	4	-
Computer operators I	37	6.30	6.30	4.86– 7.00	-	-	-	11	2	4	4	2	9	1	1	-	3	-	-	-	-	-	-	-	-	-	-
Computer operators II	143	9.36	9.37	6.45–10.77	-	-	-	6	2	4	26	3	13	2	5	2	14	43	3	3	-	-	17	-	-	-	-
Computer operators III	176	10.07	9.52	8.74–11.15	-	-	-	-	-	-	2	4	12	13	5	12	55	14	37	3	10	5	-	-	-	4	-
Computer operators IV	38	13.89	14.09	13.73–14.89	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	1	10	20	5	-	-	-	-
Computer data librarians	39	8.42	8.01	7.50– 8.30	-	-	-	-	-	2	1	1	4	11	11	-	-	-	9	-	-	-	-	-	-	-	-
Drafters	304	11.25	11.30	8.90–13.40	-	-	1	4	-	4	10	4	1	10	3	40	16	35	49	20	61	35	5	2	1	3	-
Drafters I	8	5.78	4.50	- -	-	-	1	4	-	-	-	-	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-
Drafters II	19	7.69	7.27	6.00– 9.74	-	-	-	-	-	4	4	1	1	1	1	1	2	4	-	-	-	-	-	-	-	-	-
Drafters III	105	9.87	9.45	8.66–11.30	-	-	-	-	-	-	6	3	-	7	-	35	9	5	30	-	1	9	-	-	-	-	-
Drafters V	29	13.54	13.43	12.62–14.33	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	9	5	5	1	2	1	3	-
Electronics technicians	409	13.40	13.06	12.12–15.21	-	-	-	-	-	-	4	-	3	3	-	3	24	5	8	64	136	4	136	4	15	-	-
Electronics technicians II	322	13.46	13.06	12.12–15.21	-	-	-	-	-	-	-	-	-	-	-	3	24	5	3	52	109	2	109	-	15	-	-
Electronics technicians III	77	13.97	13.10	13.01–15.76	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	12	27	2	27	4	-	-	-
Maintenance carpenters	216	11.69	11.69	10.26–14.11	-	-	-	-	-	-	-	-	-	19	25	2	-	36	58	1	-	62	-	13	-	-	-
Maintenance electricians	742	11.49	10.26	9.45–14.11	-	-	-	-	-	-	-	2	8	4	46	71	186	97	21	112	-	70	85	40	-	-	-
Maintenance painters	98	9.25	7.77	7.57–11.42	-	-	-	-	-	2	-	-	6	42	2	4	-	13	26	-	-	3	-	-	-	-	-
Maintenance machinists	300	12.82	14.09	11.11–14.11	-	-	-	-	-	-	-	-	-	-	-	30	33	6	47	17	4	105	33	23	-	-	-
Maintenance mechanics (machinery)	2,565	11.26	9.96	9.29–14.09	-	-	-	-	-	4	6	6	236	51	78	81	835	170	243	104	10	415	45	281	-	-	-
Maintenance pipefitters	230	12.49	12.11	10.70–15.48	-	-	-	-	-	-	-	-	2	-	8	27	4	44	30	40	-	2	36	37	-	-	-
Motor vehicle mechanics	490	10.96	10.50	10.00–11.41	-	-	-	-	-	-	2	9	6	17	12	13	19	222	113	13	1	23	16	24	-	-	-
General maintenance workers	627	8.04	8.00	6.47– 9.50	-	-	10	36	15	32	68	55	41	46	35	28	154	85	32	10	-	-	-	-	-	-	-
Tool and die makers	140	11.66	12.83	8.45–13.10	-	-	-	-	-	-	-	-	-	-	39	-	-	-	22	30	39	10	-	-	-	-	-
Stationary engineers	86	13.44	15.21	11.96–15.63	-	-	-	-	-	-	-	-	-	13	-	-	4	4	5	5	6	4	33	8	4	-	-

See footnotes at end of table.

Table 1. Hourly earnings[1] of selected occupations in Southwest Virginia, December 1988 —Continued

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																						
		Mean	Median	Middle range	3.35 and under 3.50	3.50 – 4.00	4.00 – 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 10.00	10.00 – 11.00	11.00 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 – 19.00	19.00 – 20.00
Truckdrivers	1,342	10.00	8.35	6.60–15.74	4	10	13	29	112	48	102	95	58	121	98	42	48	20	118	80	-	-	368	-	-	-	-
Truckdrivers, light truck	82	5.53	5.00	4.00– 5.75	4	10	12	9	18	9	2	6	-	-	-	-	9	-	3	-	-	-	-	-	-	-	-
Truckdrivers, medium truck	320	11.29	15.74	5.58–15.74	-	-	-	20	50	24	21	2	-	27	-	-	-	-	-	-	-	-	178	-	-	-	-
Truckdrivers, heavy truck	254	7.70	8.04	6.00– 8.35	-	-	1	-	44	15	25	12	4	8	87	-	39	5	10	4	-	-	-	-	-	-	-
Truckdrivers, tractor-trailer	669	10.88	11.31	7.19–15.84	-	-	-	-	-	-	53	72	51	78	7	42	-	15	103	56	-	-	192	-	-	-	-
Shipping packers	898	5.71	6.13	4.75– 6.13	-	13	143	78	78	114	381	43	19	-	-	4	25	-	-	-	-	-	-	-	-	-	-
Material handling laborers	831	7.10	6.28	6.00– 8.54	-	8	24	28	18	50	361	85	43	6	-	67	34	69	2	38	-	-	-	-	-	-	-
Forklift operators	1,040	8.33	6.90	6.55– 9.96	-	-	-	2	53	48	134	314	40	25	13	13	145	70	29	160	-	-	-	-	-	-	-
Guards	1,099	5.62	4.90	4.00– 6.81	90	189	158	186	51	94	62	109	7	21	35	41	53	53	2	1	-	-	-	-	-	-	-
Guards I	892	4.89	4.50	3.90– 5.84	90	189	156	186	51	75	55	76	-	9	30	12	1	1	-	1	-	-	-	-	-	-	-
Guards II	207	8.78	9.01	7.28–10.29	-	-	-	-	-	9	7	32	7	12	5	29	52	52	2	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners	1,753	5.77	5.25	4.25– 6.15	159	156	178	217	248	259	138	14	51	26	76	65	78	27	2	59	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

Table 2. Annual paid holidays for full-time workers in Southwest Virginia, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	5	1
In establishments providing paid holidays	95	99
Number of holidays:		
6 half days	(1)	–
3 holidays	3	–
4 holidays	(1)	(1)
5 holidays	5	1
6 holidays	15	13
Plus 1 half day	5	3
Plus 2 half days	(1)	(1)
7 holidays	25	18
Plus 1 half day	1	1
8 holidays	4	2
Plus 1 half day	1	4
9 holidays	4	15
Plus 2 half days	(1)	1
10 holidays	11	23
11 holidays	18	13
12 holidays	2	3
13 holidays	2	1
Average number of paid holidays where provided (in days)	8.0	8.7

[1] Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Southwest Virginia, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	2	(*)
In establishments providing paid vacations	98	99
Length-of-time payment	81	99
Percentage payment	17	1
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	15	8
1 week	17	32
Over 1 and under 2 weeks	1	3
2 weeks	-	7
Over 2 and under 3 weeks	1	(*)
1 year of service:		
1 week	64	35
Over 1 and under 2 weeks	3	(*)
2 weeks	26	62
Over 2 and under 3 weeks	5	2
3 weeks	(*)	(*)
4 weeks	-	(*)
2 years of service:		
1 week	32	10
Over 1 and under 2 weeks	3	(*)
2 weeks	58	87
Over 2 and under 3 weeks	5	2
3 weeks	(*)	(*)
4 weeks	-	(*)
3 years of service:		
1 week	14	7
Over 1 and under 2 weeks	3	(*)
2 weeks	69	90
Over 2 and under 3 weeks	6	2
3 weeks	8	(*)
4 weeks	-	(*)
5 years of service:		
1 week	1	(*)
2 weeks	65	58
Over 2 and under 3 weeks	9	8
3 weeks	20	33
Over 3 and under 4 weeks	3	-
5 weeks	-	(*)
10 years of service:		
1 week	1	(*)
2 weeks	25	12
Over 2 and under 3 weeks	7	2
3 weeks	54	76
Over 3 and under 4 weeks	2	4
4 weeks	8	7
Over 4 and under 5 weeks	2	-
6 weeks	-	(*)
15 years of service:		
1 week	1	(*)
2 weeks	6	7
Over 2 and under 3 weeks	4	1
3 weeks	56	44
Over 3 and under 4 weeks	4	3
4 weeks	25	44
Over 4 and under 5 weeks	3	-
5 weeks	-	(*)
6 weeks	-	(*)
20 years of service:		
1 week	1	(*)
2 weeks	6	7
Over 2 and under 3 weeks	4	1
3 weeks	38	19
Over 3 and under 4 weeks	(*)	1
4 weeks	30	59
Over 4 and under 5 weeks	3	(*)
5 weeks	13	11
Over 5 and under 6 weeks	3	(*)
6 weeks	-	(*)
25 years of service:		
1 week	1	(*)
2 weeks	6	7
Over 2 and under 3 weeks	4	1
3 weeks	30	19
Over 3 and under 4 weeks	(*)	1
4 weeks	32	40
Over 4 and under 5 weeks	2	-
5 weeks	18	29
Over 5 and under 6 weeks	3	1
6 weeks	3	3
Over 6 and under 7 weeks	1	-
7 weeks	-	(*)
30 years of service:		
1 week	1	(*)
2 weeks	6	7
Over 2 and under 3 weeks	4	1
3 weeks	30	19
Over 3 and under 4 weeks	(*)	1
4 weeks	31	38
Over 4 and under 5 weeks	2	-
5 weeks	13	28
Over 5 and under 6 weeks	3	1
6 weeks	7	6
Over 6 and under 7 weeks	1	-
7 weeks	(*)	(*)
8 weeks	-	(*)
Maximum vacation available:		
1 week	1	(*)
2 weeks	6	7
Over 2 and under 3 weeks	4	1
3 weeks	30	19
Over 3 and under 4 weeks	(*)	1
4 weeks	31	38
Over 4 and under 5 weeks	2	-
5 weeks	13	28
Over 5 and under 6 weeks	3	1
6 weeks	7	6
Over 6 and under 7 weeks	1	-
7 weeks	(*)	(*)
8 weeks	-	(*)

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Southwest Virginia, December 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	99	99
Life insurance	96	98
Noncontributory plans	76	82
Accidental death and dismemberment insurance	79	84
Noncontributory plans	58	68
Sickness and accident insurance or sick leave or both	93	96
Sickness and accident insurance	78	42
Noncontributory plans	49	31
Sick leave (full pay and no waiting period)	20	77
Sick leave (partial pay or waiting period)	8	5
Long-term disability insurance	14	60
Noncontributory plans	11	48
Hospitalization, surgical, and medical insurance	98	96
Noncontributory plans	49	51
Health maintenance organizations	2	4
Noncontributory plans	(*)	1
Dental care	43	46
Noncontributory plans	34	26
Vision care	18	16
Noncontributory plans	12	5
Alcohol and drug abuse treatment	74	76
Noncontributory plans	38	47
Hearing care	9	5
Noncontributory plans	2	3
Retirement plans	84	90
Noncontributory plans	70	77
Pension	79	86
Noncontributory plans	63	71
Lump sum	8	19
Noncontributory plans	5	9
Other	6	5
Noncontributory plans	4	2

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

[*] Less than 0.5 percent.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Southwest Virginia,[1] December 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	921	150	212,591	100	137,156	20,479	80,046
Manufacturing	50	403	62	135,693	64	104,958	8,091	52,655
Nonmanufacturing[6]	50	518	88	76,898	36	32,198	12,388	27,391

[1] The Southwest Virginia area consists of the cities of Buena Vista, Clifton Forge, Covington, Danville, Galax, Lexington, Lynchburg, Martinsville, Radford, Roanoke, Salem, South Boston, Staunton, and Waynesboro; and the counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge and Wythe. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

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